



Recruitment and Retention of Teachers in Missouri Public Schools

A Report to the Missouri General Assembly

December 2021

2021 UPDATE
RECRUITMENT AND RETENTION OF TEACHERS IN MISSOURI PUBLIC SCHOOLS
A REPORT TO THE MISSOURI GENERAL ASSEMBLY

Introduction

James Coleman, a Johns Hopkins’s sociologist, issued the Equality of Educational Opportunity (EEO) report over 50 years ago before educational research was common. It contained two key findings related to teacher quality:

- The “quality of teachers shows a stronger relationship than school facilities and curricula to pupil achievement.”
- The “effect of good teachers is greatest upon the children who suffer educational disadvantages most.”

Numerous researchers since then have come to the same conclusion: teacher quality is the most important schooling variable. The creation of this annual report on Missouri’s teacher workforce acknowledges the critical role teachers have in student success.

To create this report, several key areas were analyzed including:

- teacher education program enrollment and certification data;
- teacher demographic data;
- age and experience of teachers; and
- teacher recruitment and teacher retention data.

Summary of key teacher workforce demographic data

Note: Irregularities in the trajectory of the data beginning in 2020-21 could be due to the impacts of the pandemic on the educator preparation program enrollment and teacher workforce, as well as data reporting by educator preparation programs and public school districts.

Race/Ethnicity

- The total number of classroom teachers increased by 0.4 percent from 2019-20 to 2020-21.
- The percentage of teachers who are black and non-white increased from 6.8 percent in 2019-20 to 7.0 percent in 2020-21.

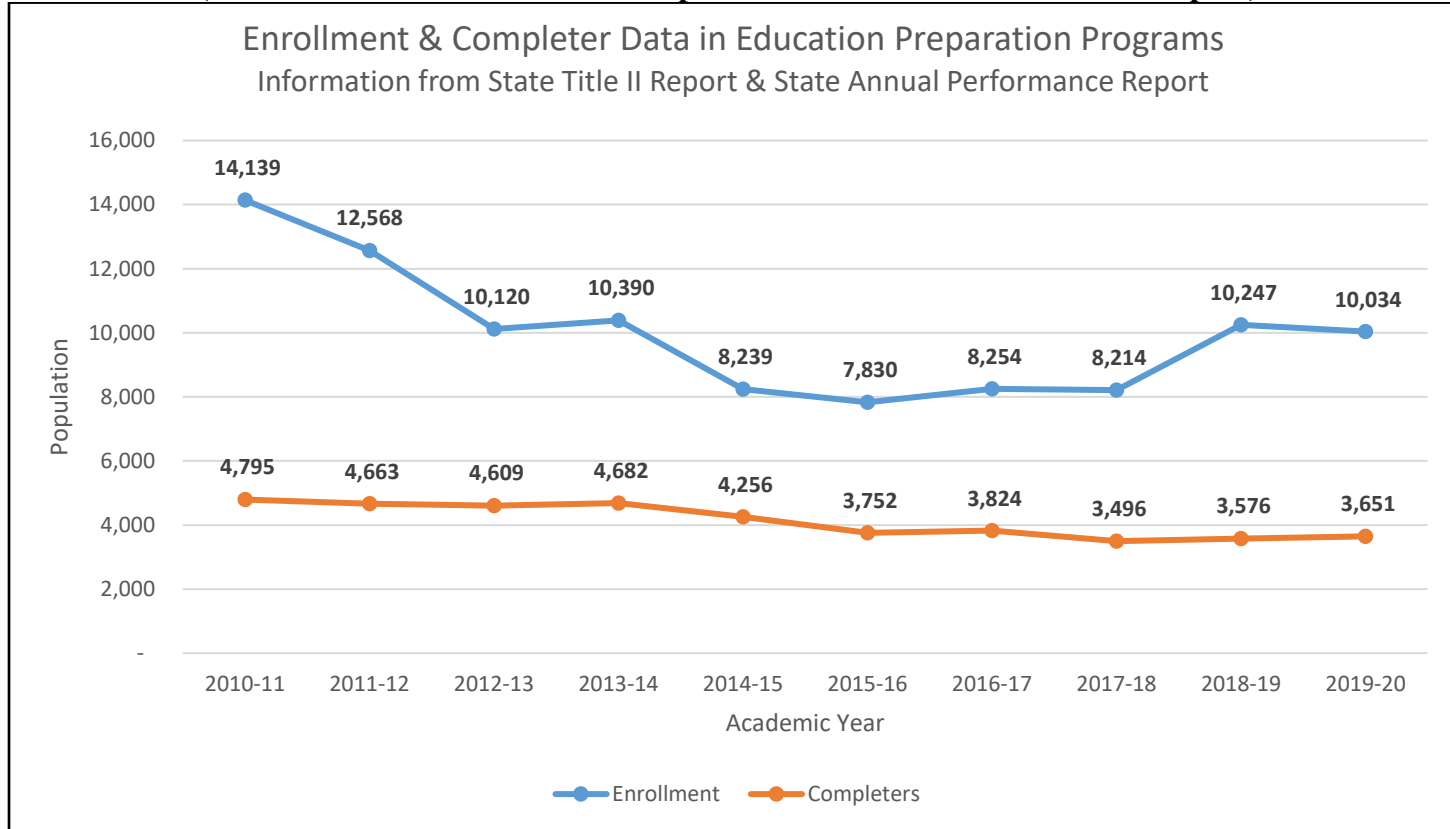
Experience

- Teachers with 10 or fewer years of experience represent 47.9 percent of our teachers.
- Teachers with five or fewer years of experience represent 26.1 percent of our teachers.

Teacher Workforce Dynamics

- In 2020-21, the percentage of teachers beyond their third year of teaching was 55.6 percent.
- In 2020-21, the percentage of teachers beyond their fifth year of teaching was 46.5 percent.
- District hiring rates are at 10.6 percent, which is a decrease of 0.8 percent.
- The percentage of district new hires who were first-year teachers increased by 0.2 percent.

Enrollment & Completers in Educator Preparation Programs from 2010-11 to 2019-20
(Information from State Title II Report & State Annual Performance Report)

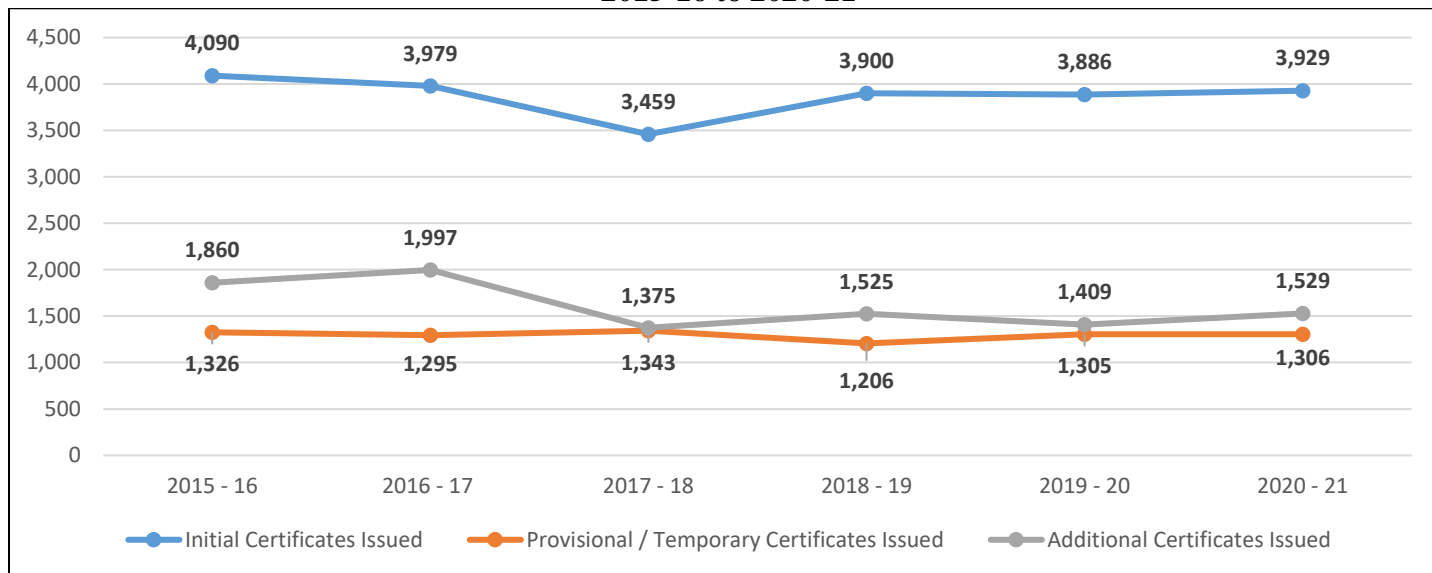


Educator Preparation Enrollment 2010-11 to 2019-20¹

School Year	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20
Enrollment	14,139	12,568	10,120	10,390	8,239	7,830	8,254	8,214	10,247	10,034
Completers	4,795	4,663	4,609	4,682	4,256	3,752	3,824	3,496	3,576	3,651

¹ Information for this chart was a combination of the Missouri State Title II Report and the Missouri Annual Performance Report for Educator Preparation Programs.

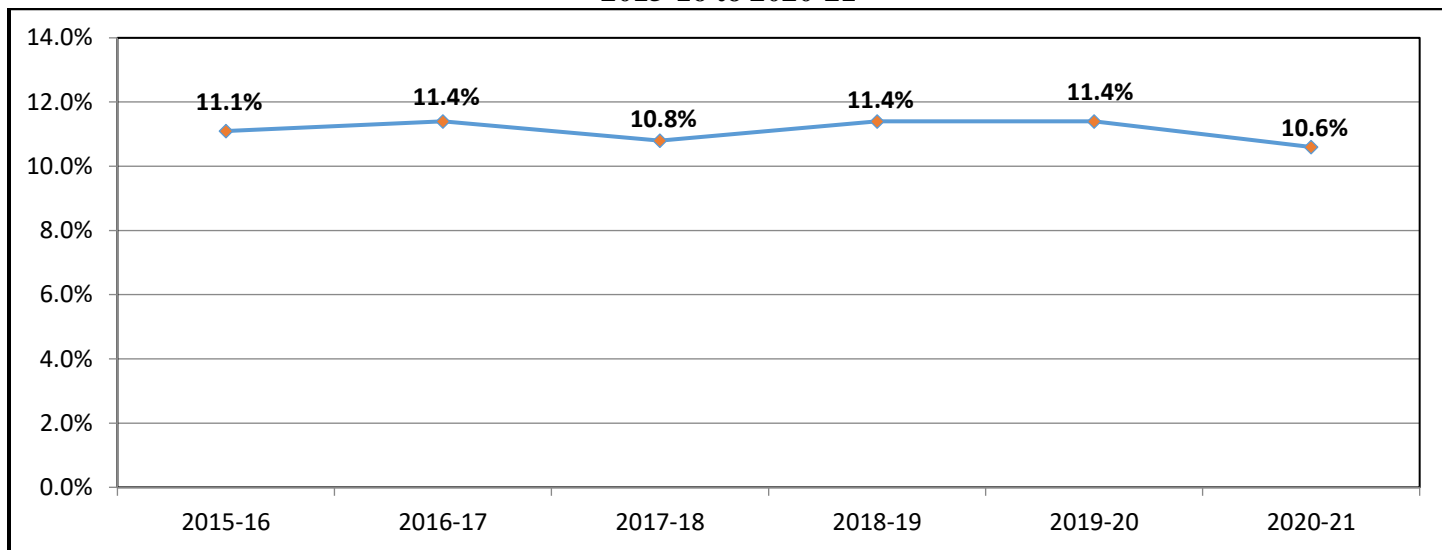
Teacher Certificates Issued 2015-16 to 2020-21



Teachers Certificates Issued from 2015-16 to 2020-21

School Year	2015 - 16	2016 - 17	2017 - 18	2018 - 19	2019 - 20	2020 - 21
Initial Certificates Issued	4,090	3,979	3,459	3,900	3,886	3,929
Provisional / Temporary Certificates Issued	1,326	1,295	1,343	1,206	1,305	1,306
Additional Certificates Issued	1,860	1,997	1,375	1,525	1,409	1,529

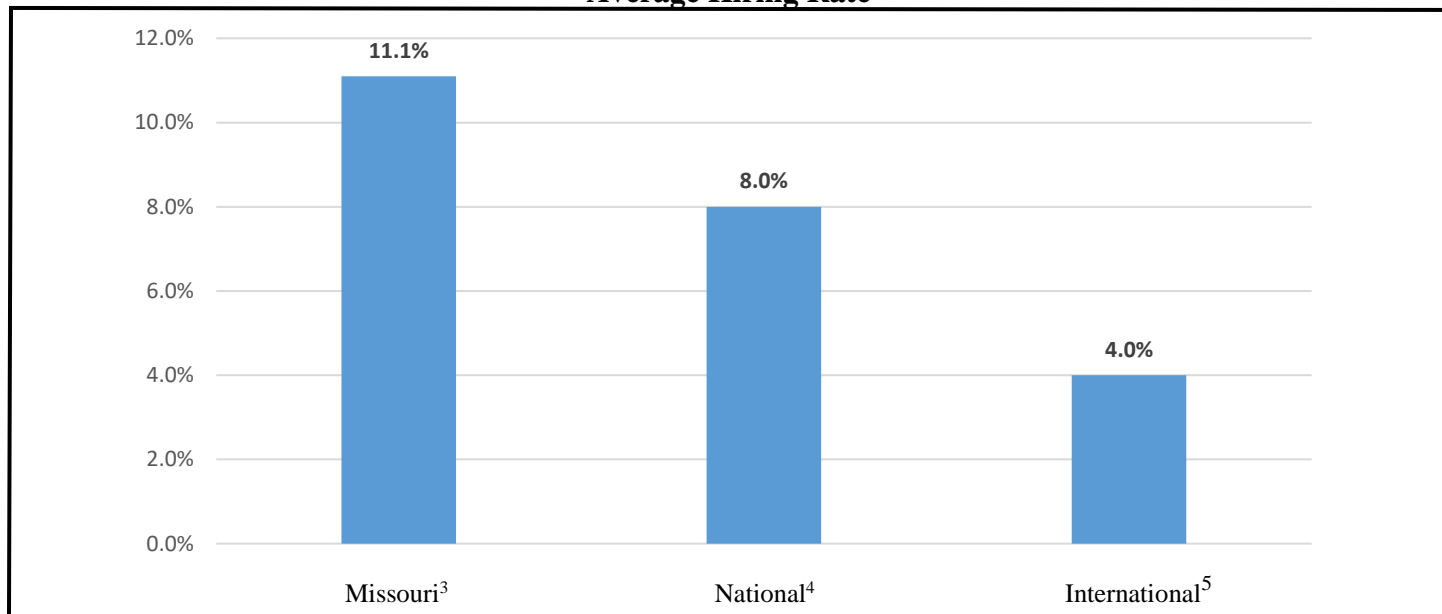
Teacher Hiring Rates² 2015-16 to 2020-21



Hiring & Retention Rates 2015-16 to 2020-21

School Year	2015 - 16	2016 - 17	2017 - 18	2018 - 19	2019 - 20	2020 - 21
Total Teachers	69,683	70,220	70,575	70,233	70,783	71,055
District New Hires	7,714	7,987	7,587	8,020	8,072	7,560
Teacher Hiring Rate	11.1%	11.4%	10.8%	11.4%	11.4%	10.6%
Overall Teacher Retention Rate	86.6%	86.3%	83.6%	86.3%	86.4%	85.6%

Average Hiring Rate



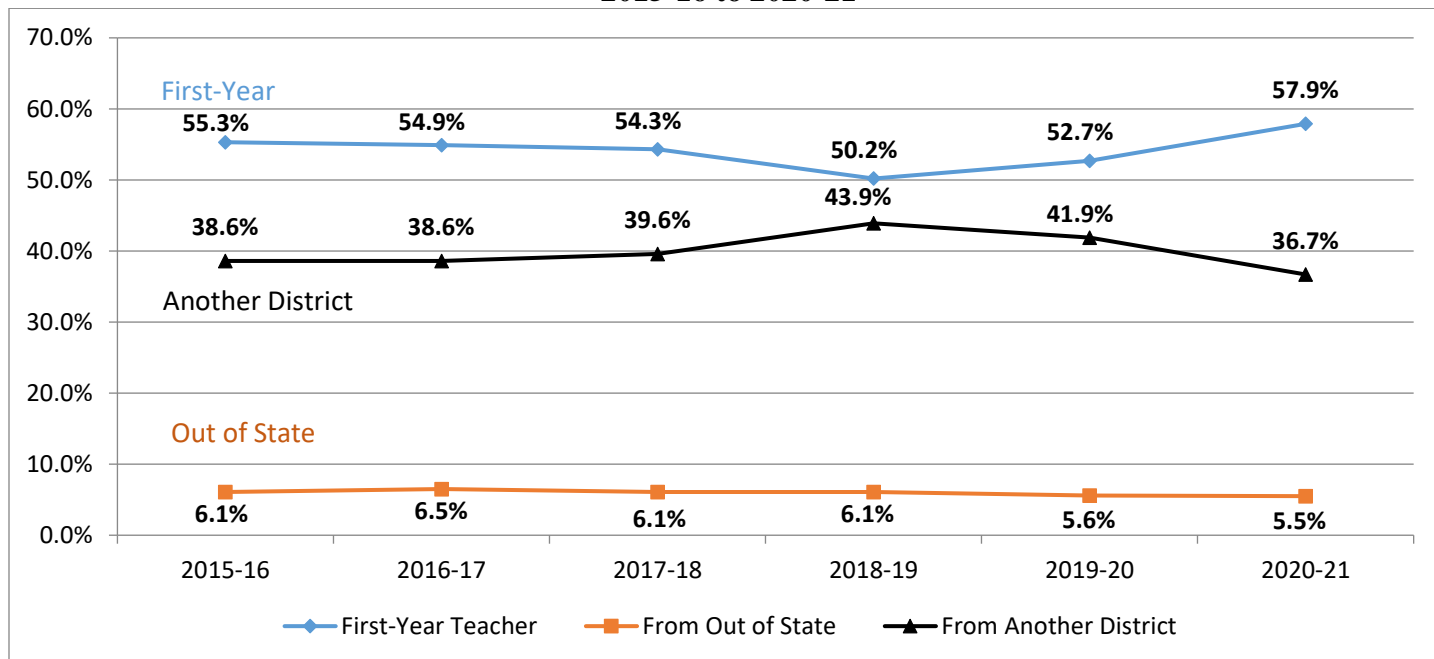
² Refers to filling any educator position regardless of the reason the position became vacant

³ Missouri average hiring rate over the past six years based on the Recruitment and Retention Report, 2021

⁴ National data based on the report from University of Massachusetts Global, July 2020

⁵ International data based on high performing countries (i.e. Singapore, Finland, & Ontario, Canada) from the University of Massachusetts Global, July 2020

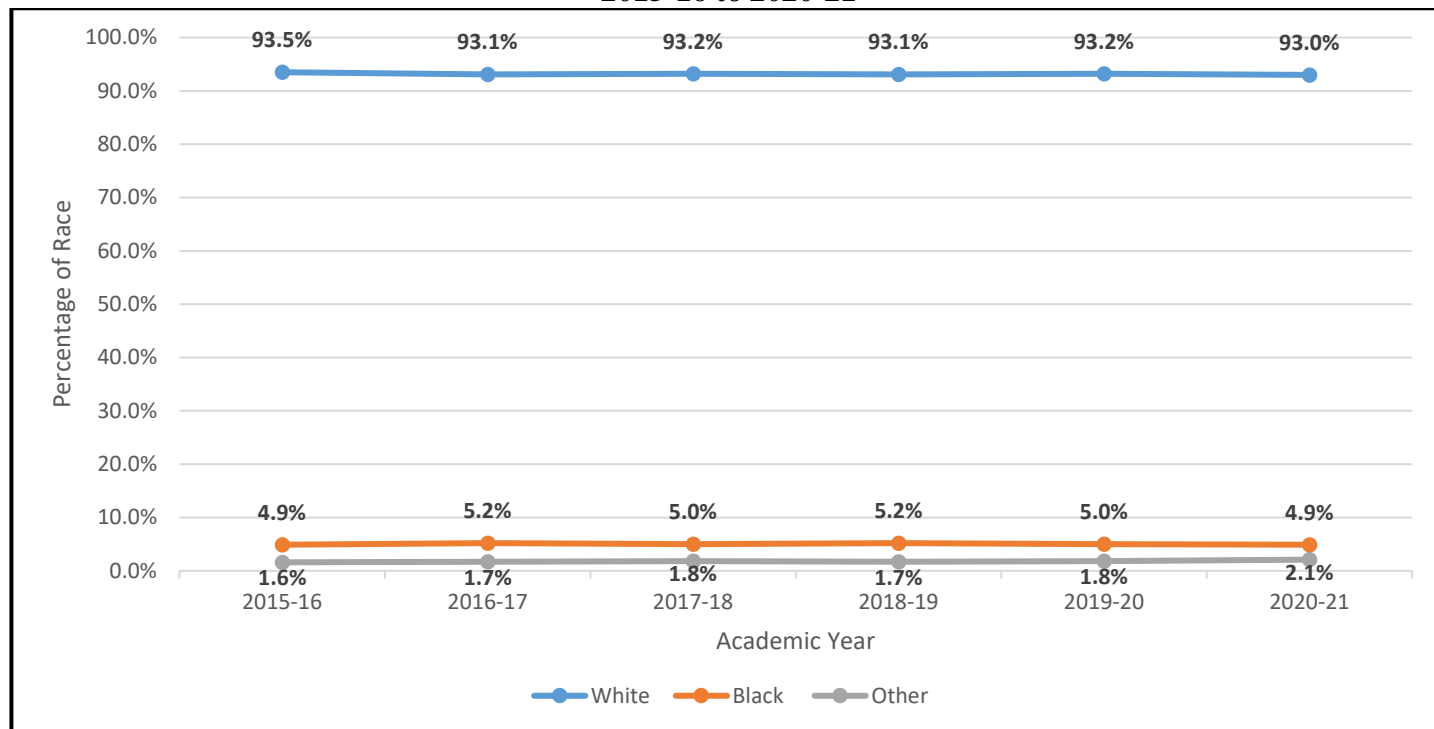
District New Hires 2015-16 to 2020-21



District New Hires 2015-16 to 2020-21

School Year	2015 - 16	2016 - 17	2017 - 18	2018 - 19	2019 - 20	2020 - 21
Total New Hires	7,714	7,995	7,587	8,020	8,072	7,560
First-Year Teachers	55.3%	54.9%	54.3%	50.2%	52.7%	57.9%
From Another District	38.6%	38.6%	39.6%	43.9%	41.9%	36.7%
From Out of State	6.1%	6.5%	6.1%	6.1%	5.6%	5.5%

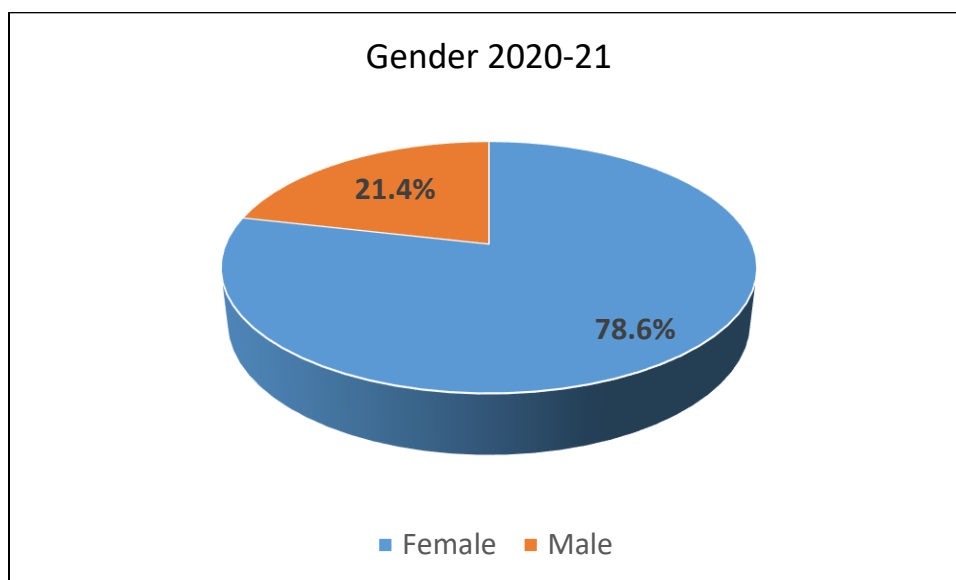
Race/Ethnicity Trends 2015-16 to 2020-21



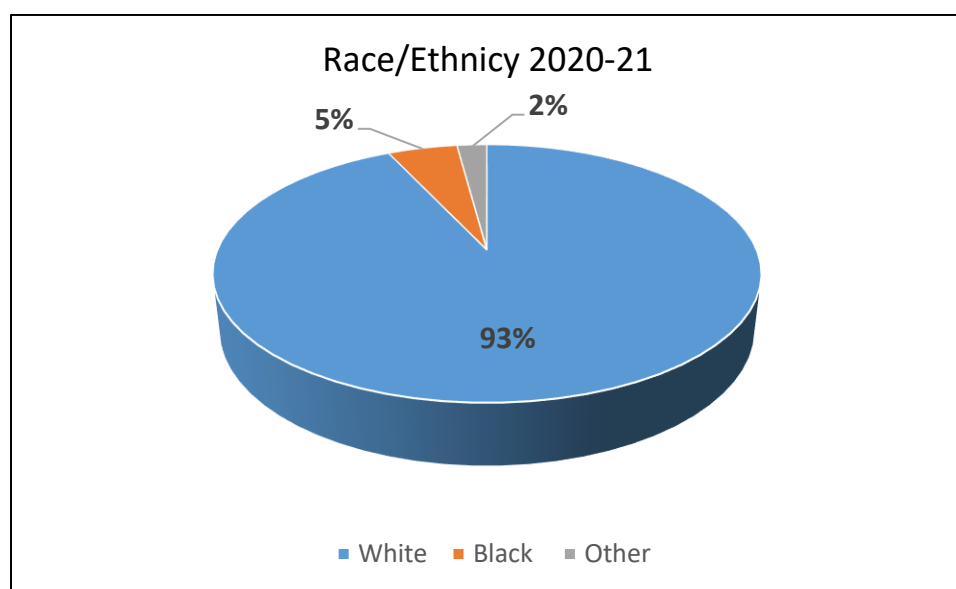
Gender and Race/Ethnicity Trends 2015-16 to 2020-21

School Year	2015 - 16	2016 - 17	2017 - 18	2018 - 19	2019 - 20	2020 - 21
Total Teachers	70,162	70,640	70,575	70,233	70,783	71,055
GENDER						
Female	77.9%	77.9%	78.5%	78.4%	78.6%	78.6%
Male	27.5%	21.5%	21.5%	21.6%	21.4%	21.4%
RACE/ETHNICITY						
White	92.8%	92.5%	93.2%	93.1%	93.2%	93.0%
Black	4.9%	5.1%	5.0%	5.2%	5.0%	4.9%
Other⁶	1.6%	1.7%	1.8%	1.7%	1.8%	2.1%

⁶ Refers to all non-white, non-black race/ethnicities

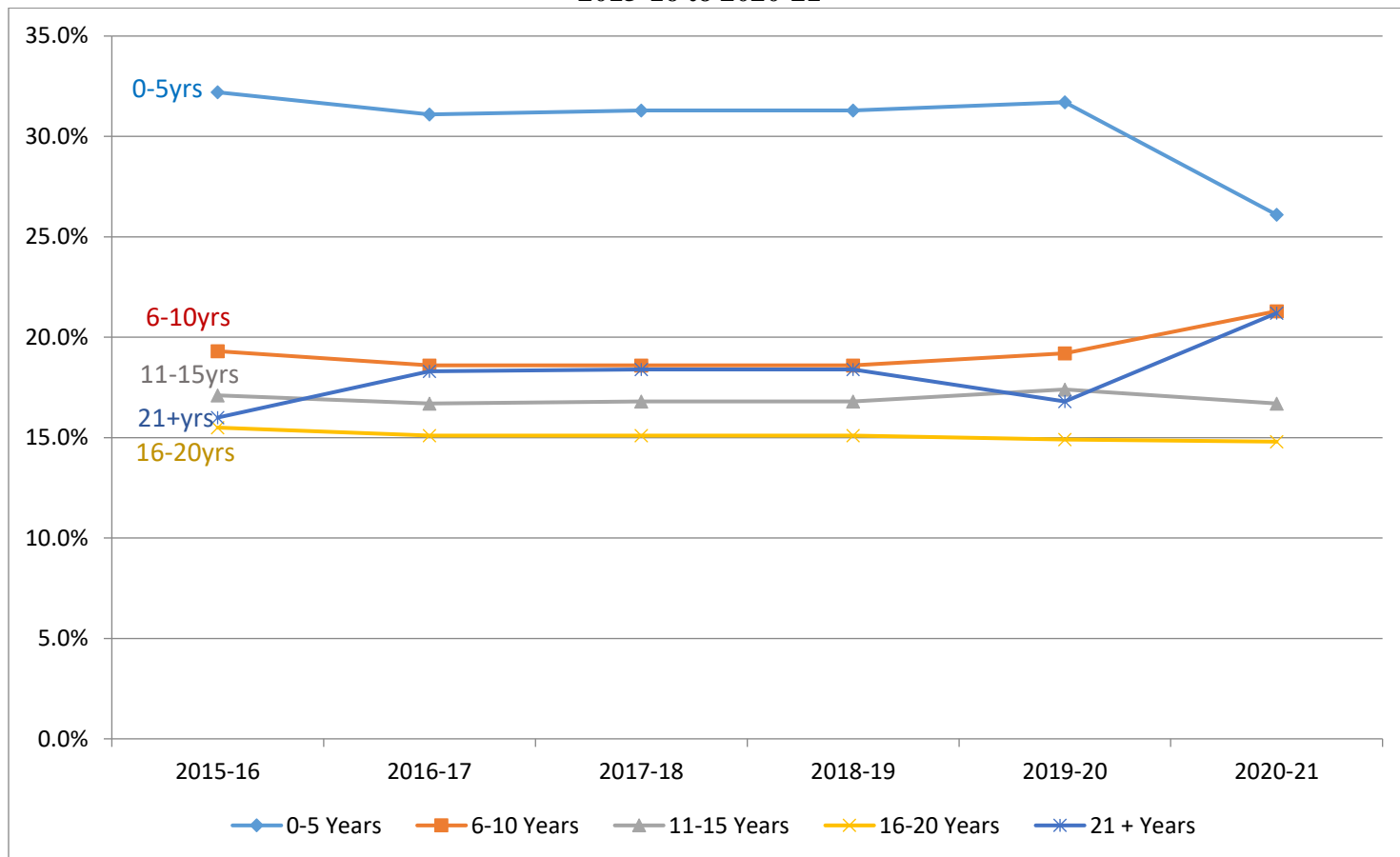


School Year	2020 - 21
Total Teachers	71,055
GENDER	
Female	78.6%
Male	21.4%
RACE/ETHNICITY	
White	93.0%
Black	4.9%
Other⁷	2.1%



⁷ Refers to all non-white, non-black race/ethnicities

Teacher's Years of Experience 2015-16 to 2020-21



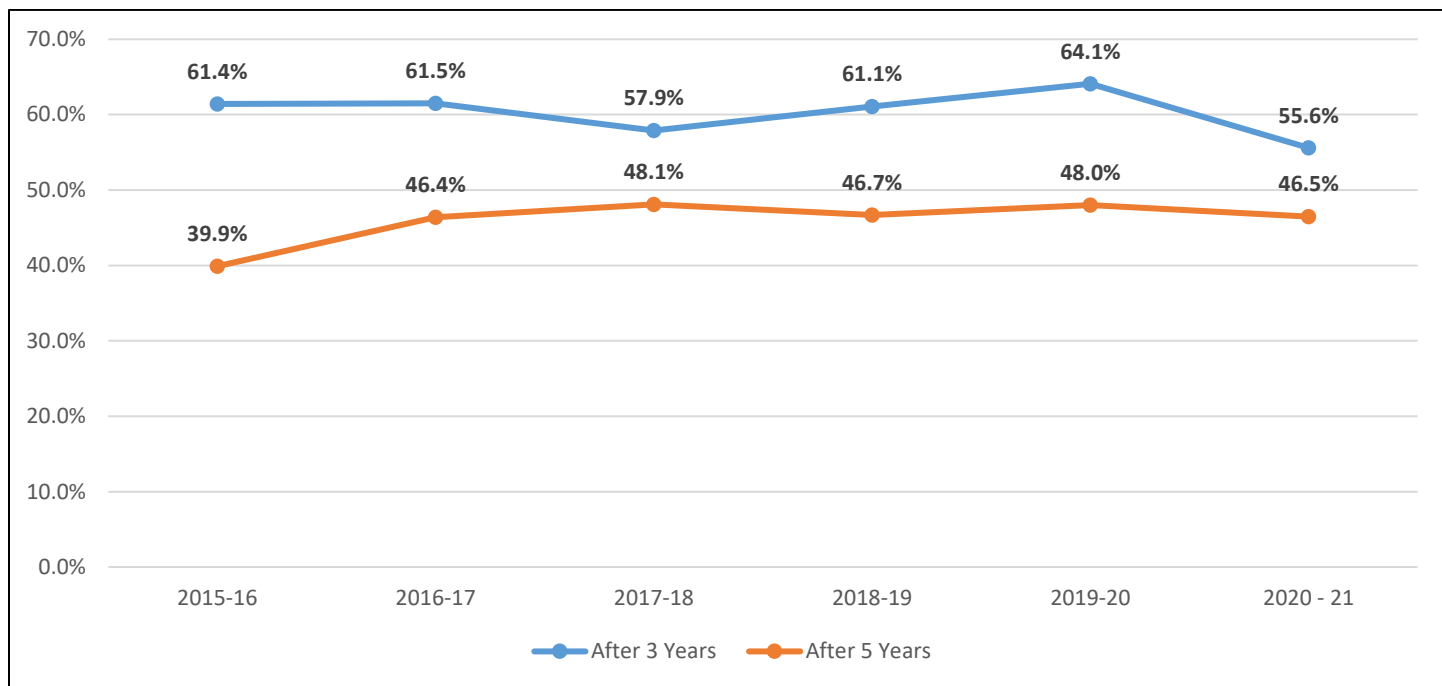
Years of Experience 2015-16 to 2020-21

YEARS OF EXPERIENCE	2015 - 16	2016 - 17	2017 - 18	2018 - 19	2019 - 20	2020 - 21
0-5	32.2%	31.1%	31.3%	31.3%	31.7%	26.1%
6-10	19.3%	18.6%	18.6%	18.6%	19.2%	21.3%
11-15	17.1%	16.7%	16.8%	16.8%	17.4%	16.7%
16-20	15.5%	15.1%	15.1%	15.1%	14.9%	14.8%
21+	16.0%	18.3%	18.4%	18.4%	16.8%	21.1%

Average Age of Teachers 2015-16 to 2020-21

AGE GROUP	2015 - 16	2016 - 17	2017 - 18	2018 - 19	2019 - 20	2020 - 21
20-29	15.6%	15.8%	15.7%	15.6%	15.5%	20.7%
30-39	30.7%	30.4%	30.4%	30.4%	30.3%	30.1%
40-49	27.8%	28.5%	28.9%	29.5%	29.3%	29.1%
50-59	18.9%	18.6%	18.8%	19.2%	19.0%	16.2%
60 +	6.7%	6.6%	6.4%	6.3%	6.3%	3.9%

Teacher Retention in Missouri's Public School Work Force 2015-16 to 2020-21



Missouri's First-Year Teacher Retention 2015-16 to 2020-21

School Year	2015 - 16	2016 - 17	2017 - 18	2018 - 19	2019 - 20	2020 - 21
After 3 Years⁸	61.4%	61.5%	57.9%	61.1%	64.1%	55.6%
After 5 Years⁹	39.9%	46.4%	48.1%	46.7%	48.0%	46.5%

Missouri's Teacher Retention Rates 2015-16 to 2020-21

Total Teachers	70,162	70,640	70,575	70,233	70,783	71,055
First- Year Teachers	4,267	4,387	4,127	4,025	4,251	4,378

⁸ Refers to teachers still teaching in a public school beyond their third year of teaching

⁹ Refers to teachers still teaching in a public school beyond their fifth year of teaching